

# CODE OF CONDUCT: TECHNICAL OFFICIALS

Officials play a vital role in the preparation and delivery of safe and high-quality athletics events.

The code of conduct for officials reflects the required standards of personal and professional conduct in that role.

## Responsibilities – Professional Standards

To maximise the benefits and minimise the risks to participants, officials must attain an appropriate level of competence through qualifications, and a commitment to ongoing training to ensure safe and correct practice.

## Responsibilities – Personal Standards

Officials must demonstrate proper personal behaviour and conduct at all times.

## Rights

Officials must respect and champion the rights of every individual to participate safely in sport and physical activity.

## Relationships

Officials must develop positive relationships with participants (and others) based on openness, honesty, mutual trust and respect.

## 1. RESPONSIBILITIES – PROFESSIONAL STANDARDS

As a responsible technical official, I will:

- 1.1** abide by the UKA and the HCAF Child Safeguarding Policy and Child Safeguarding Procedures
- 1.2** abide by the UKA and the HCAF Adult Safeguarding Policy and Adult Safeguarding Procedures
- 1.3** keep my professional knowledge and skills up to date, be appropriately qualified and renew my licence as and when required by UKA
- 1.4** not bring myself, the sport or my club into disrepute
- 1.5** not engage in behaviour that could reasonably be viewed as inappropriate
- 1.6** work in a spirit of cooperation with other officials and not interfere with their responsibilities
- 1.7** offer guidance and support to less experienced officials whenever appropriate
- 1.8** report any accidental injury, distress, misunderstanding or misinterpretation to the parents/ carers and lead official for the event and/ or UKA as soon as possible
- 1.9** challenge and report any inappropriate behaviour or suspected misconduct by other technical officials, coaches or other people involved in athletics to a club (where relevant), HCAF or UKA as soon as possible.

## 2. RESPONSIBILITIES – PERSONAL STANDARDS

As a responsible technical official, I will:

- 2.1** never smoke or consume alcohol whilst involved on officiating duties
- 2.2** be fully prepared for the officiating task that is assigned to me

- 2.3** dress appropriately and to the standard and nature of the competition, as outlined by the relevant officials' committee
- 2.4** arrive in good time for the competition and report to the official in charge
- 2.5** consistently promote positive aspects of the sport such as fair play and never condone rule violations or the use of prohibited or age-inappropriate substances
- 2.6** avoid swearing and critical, abusive language or irresponsible behaviour, including but not limited to behaviour that is dangerous to me or others, acts of violence, bullying, harassment and physical and sexual abuse
- 2.7** avoid destructive behaviour and leave athletics venues as I find them
- 2.8** avoid carrying any items that could be dangerous to me or others, excluding athletics equipment used in the course of my athletics activity
- 2.9** never make gratuitous or unnecessary physical contact with children, young people or athletes. (Physical contact should always take place in the interests of and for the benefit of the child, rather than the adult involved)
- 2.10** work in same-sex pairs if supervising changing areas.

### **3. RIGHTS**

As a responsible technical official, I will:

- 3.1** respect the rights, dignity and worth of every athlete and others involved in athletics and treat everyone equally
- 3.2** officiate and act at all times without discrimination on grounds of age, gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, disability, race including colour, nationality, ethnic or national origin, religion or belief, sex, sexual orientation
- 3.3** act with dignity and display courtesy and good manners towards others
- 3.4** in no way undermine, put down or belittle other officials, athletes, coaches or practitioners
- 3.5** ensure the welfare and safety of the athletes under my supervision
- 3.6** not exert undue influence to obtain personal benefit or reward
- 3.7** conduct the event in accordance with the rules and with due respect to the rights and welfare of the athletes.

### **4. RELATIONSHIPS**

As a responsible technical official, I will:

- 4.1** clarify with athletes (and where appropriate, with parents or carers) exactly what it is that is expected of them and what athletes are entitled to expect from me as a technical official
- 4.2** encourage and guide athletes to accept responsibility for their own performance and behaviour
- 4.3** cooperate fully with others involved in the sport such as other technical officials, competition providers/organisers, team managers, coaches and representatives of the governing body in the provision of fair and equitable conditions for the conduct of athletics events under the relevant rules of competition

- 4.4 act in a decisive, objective but friendly manner in my interaction with other officials, athletes, coaches and spectators, and carry out my duties in an efficient and non-abrasive manner
- 4.5 develop healthy and appropriate working relationships with athletes based on mutual trust and respect, especially with those athletes under 18 years or who are adults at risk
- 4.6 never incite or engage in sexual activity, inappropriate touching or communication (in person or social media or any other form of verbal or non-verbal communication) with any person in athletics aged under 18 years of age. A violation of this code may result in a technical official licence being permanently withdrawn
- 4.7 never incite or engage in sexual activity, inappropriate touching or communication (in person or social media or any other form of verbal or non-verbal communication) with any person in athletics who is an adult at risk. A violation of this code may result in a technical official licence being permanently withdrawn
- 4.8 not use my position as a technical official to incite or engage in sexual activity, inappropriate touching or communication (in person or social media or any other form of verbal or non- verbal communication) with any person in athletics who are aged 18 years and over. In certain circumstances a violation of this code may result in a technical official licence being permanently withdrawn
- 4.9 avoid spending time alone with young athletes (under 18) unless clearly in the view of other adults
- 4.10 never take young athletes (under 18) alone in my vehicle
- 4.11 never invite a young athlete (under 18) alone into my home
- 4.12 never share a bedroom with a young athlete (under 18).

(in relation to 4.10/4.11/4.12, the relationship of the official to the child will be a consideration in any referral).

## BREACH OF THE CODE OF CONDUCT

I understand that if I do not follow the code, the following sanctions may be taken by a club (where relevant), a Home Country Athletics Federation and/or UKA.

I may:

- receive receive a verbal warning
- receive a written warning
- be required to attend supplementary safeguarding training
- be suspended on any terms by a club (where relevant)/HCAF/UKA
- be required to leave or be dismissed by a club (where relevant) /HCAF/UKA
- have my UKA technical official's licence withdrawn
- be referred to DBS/Disclosure Scotland/AccessNI.

Print name .....

Signature ..... Date .....